

**CLOVIS UNIFIED
SCHOOL DISTRICT**

PERSONNEL

Certificated

CERTIFICATED ADULT SCHOOL STAFF SALARIESADULT AND CAREER TECHNICAL SALARY SCHEDULE

The Adult and Career Technical Education Salary Schedule is set forth on the following pages.

Adopted: 05/23/1984

Amended: 09/26/1984, 09/25/1985, 11/05/1986, 09/23/1987, 10/26/1988, 11/06/1991,
08/17/1995, 09/1996, 02/12/1997, 06/1997, 11/01/2001, 09/22/2004, 10/26/2005,
10/11/2006, 02/07/2007, 11/14/2007, 08/29/2008, 08/10/2009, 06/01/2010,
07/14/2011, 03/07/2012, 07/01/2012, 12/14/2012, 07/01/2013, 12/11/2013,
01/15/2014, 07/01/2014, 07/01/2015, 01/01/2016, 07/01/2016, 01/01/2017,
07/01/2017, 09/05/2017, 07/01/2018, 07/01/2019, 07/01/2020, 07/01/2021 (EXH
6404 renumbered as EXH 4151.22), 07/01/2022, 07/01/2023, 07/01/2024

Doc# 46697-9 (06/2023, None)



EXHIBIT NO. 4151.22

**ADULT AND CAREER TECHNICAL EDUCATION
HOURLY SALARY SCHEDULE
2024-2025**

SCHEDULE NO. 1

Step	Range 1	Range 2	Range 3	Range 4
1	\$35.16	\$38.24	\$41.33	\$44.44
2	\$36.72	\$39.83	\$42.86	\$45.98
3	\$38.24	\$41.33	\$44.44	\$47.83
4	\$39.83	\$42.86	\$45.98	\$49.76
5	\$41.33	\$44.44	\$47.83	\$51.74

Range 1	Has a valid credential (no B.A., A.A., or R.N.) Start at Step 1, may move to Step 5
Range 2	Has a valid credential (has an Associate Degree or R.N.) Start at Step 1, may move to Step 5
Range 3	Has a valid credential (has a Bachelor's Degree) Start at Step 1, may move to Step 5
Range 4	Has a valid credential (has a Master's Degree or Bachelor's Degree + 30 units) Start at Step 1, may move to Step 5

Teaching Substitutes

Substitutes are paid \$18.00 per hour. Long term substitutes are paid \$20.00 per hour. A long-term substitute is a teacher that has been substituting in the same class more than 10 days. Regular Clovis Adult Education certificated teachers who work 20 or more hours a week will be paid \$20.00 per hour. Substitute teaching time does not apply toward advancement on the salary schedule.

Step Advancement

To move from step to step would require verification of successful teaching experience of one year. One year is 760 hours or more or three years of consecutive part-time teaching. Teachers are allowed to accumulate hours from year to year but may move only one step per year. Hours for step advancement on the salary schedule shall be counted from July 1 through June 30 of the preceding year. Step advancement is effective July 1 of each year.

Any teacher accumulating 760 hour per year or less (19 hours per week for 40 weeks) is required to hold a minimum of a "Part-time" teaching credential. When a teacher's schedule is expanded to accumulate more than 760 hours per year, a "Full-time" teaching credential is required. Hours will be combined for credit if working for more than one department.



EXHIBIT NO. 4151.22

NURSING INSTRUCTORS

SCHEDULE NO. 2

Step	Range 1	Range 2	Range 3	Range 4
1	\$41.33	\$44.44	\$47.83	\$51.74
2	\$42.86	\$45.98	\$49.76	\$53.81
3	\$44.44	\$47.83	\$51.74	\$55.95
4	\$45.98	\$49.76	\$53.81	\$58.20
5	\$47.83	\$51.74	\$55.95	\$60.53

Range 1	Has a valid credential, A.A. Degree and/or verified work experience of at least 3 years and a current LVN License. Start at Step 1, may move to Step 5
Range 2	Has a valid credential, Bachelor’s Degree or more than 10 years verified work experience, and a current LVN License. Start at Step 1, may move to Step 5
Range 3	Has a valid credential, Bachelor’s Degree or more than 10 years verified work experience <u>and</u> a current RN License. Start at Step 1, may move to Step 5
Range 4	Has a valid credential, Master’s Degree or Bachelor’s Degree + 30 units <u>and</u> current RN License. Start at Step 1, may move to Step 5

Nursing Substitutes

Nursing substitutes are required to have a degree, credential, and a current RN or LVN license. Long term substitutes are paid \$25.00 per hour. If the substitute is currently employed as a Clovis Adult Education Nurse Education instructor, they are to be paid at their current hourly rate -- as outlined on the salary schedule above -- for both short term and long-term substitute assignments. If the substitute is drawn from outside of the Clovis Adult Education Nurse Education department, they will be paid \$22.00 per hour. A long-term substitute is a teacher that has been substituting in the same class more than 10 days. Substitute teaching time does not apply toward advancement on the salary schedule.

Step Advancement

To move from step to step would require verification of successful teaching experience of one year. One year is 760 hours or more or three years of consecutive part-time teaching. Teachers are allowed to accumulate hours from year to year but may move only one step per year. Hours for step advancement on the salary schedule shall be counted from July 1 through June 30 of the preceding year. Step advancement is effective July 1 of each year.

Any teacher accumulating 760 hour per year or less (19 hours per week for 40 weeks) is required to hold a minimum of a “Part-time” teaching credential. When a teacher’s schedule is expanded to accumulate more than 760 hours per year, a “Full-time” teaching credential is required. Hours will be combined for credit if working for more than one department.



EXHIBIT NO. 4151.22

**ADULT SCHOOL COMMUNITY EDUCATION
FEE-BASED CLASSES (NON-MANDATED)
HOURLY SALARY SCHEDULE
2024-2025**

SCHEDULE NO. 3

Step	Class Enrollment	Hourly Salary*
1	6-15	\$22.00
2	16-25	\$26.00
3	26-37	\$28.00
4	38+	\$32.00

Specialized Class Salary*

Contracted Seminars \$25.00 hour
Computer Classes \$25.00 hour
Casual Labor \$16.50 hour

***Not subject to salary schedule adjustment**

General Information for all Classes

1. Classes with six students or more must be taught.
2. Classes must be able to cover all expenses.
3. Teachers who have classes with fewer than six students enrolled are required to receive administrative approval prior to formally establishing and holding said classes. The salary rate for approved classes with fewer than six students enrolled shall be paid at the current hourly minimum wage.
4. The final salary for each class will be determined by the paid enrollment on file by the end of the third lesson.
5. A substitute instructor in Community Education will be paid at the same rate as the teacher of record.
6. The maximum hourly fee is not to exceed \$32.00.

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